

# WELCOME TO QAMH's JOBS AND SKILLS SUMMIT

To submit questions:

Please download the free app 'Mentimeter'  
(code 27 25 71 4) or scan the QR Code to submit  
your questions.

Please be advised not all questions may be  
asked.



# Panel Members

IVAN FRKOVIC | QUEENSLAND MENTAL HEALTH COMMISSIONER  
VIV KISSANE OAM | PEACH TREE PERINATAL WELLNESS CEO  
DAVID BRADFORD | THE DAV'ANGE GROUP PRINCIPAL CONSULTANT

**Have a question?**

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# Job and Skills Summit Launch

JENNIFER BLACK  
QAMH CHIEF EXECUTIVE OFFICER

# Sarah Childs

QAMH DIRECTOR – SECTOR ENGAGEMENT & DEVELOPMENT  
WORKFORCE STRATEGY | DRAFT ISSUES PAPER

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# Background

*Challenges relating to the employment of a suitably qualified and skilled workforce that is sufficient in size to meet demand remains one of the most important issues facing the CMO sector in 2022*

# Community Mental Health Workforce Strategy and Action Plan

- Research
- Core Capability Mapping
- Educational and Career Mapping
- Statewide Sector Consultation
- Project Advisory Committee-engaging relevant stakeholders



# Key Project Dates

<b>18 November (Today!) 2022</b>	<b>Draft Issues Paper released</b>
<b>27 January 2023</b>	<b>Closing date for submissions</b>
<b>27 February 2023</b>	<b>Final version Issues Paper published</b>
<b>March – June 2023</b>	<b>State-wide consultation - TBC</b>
<b>August 2023</b>	<b>Draft Workforce Strategy released - TBC</b>
<b>September – November 2023</b>	<b>Consultation with sector - TBC</b>
<b>December 2023</b>	<b>Workforce Strategy published - TBC</b>

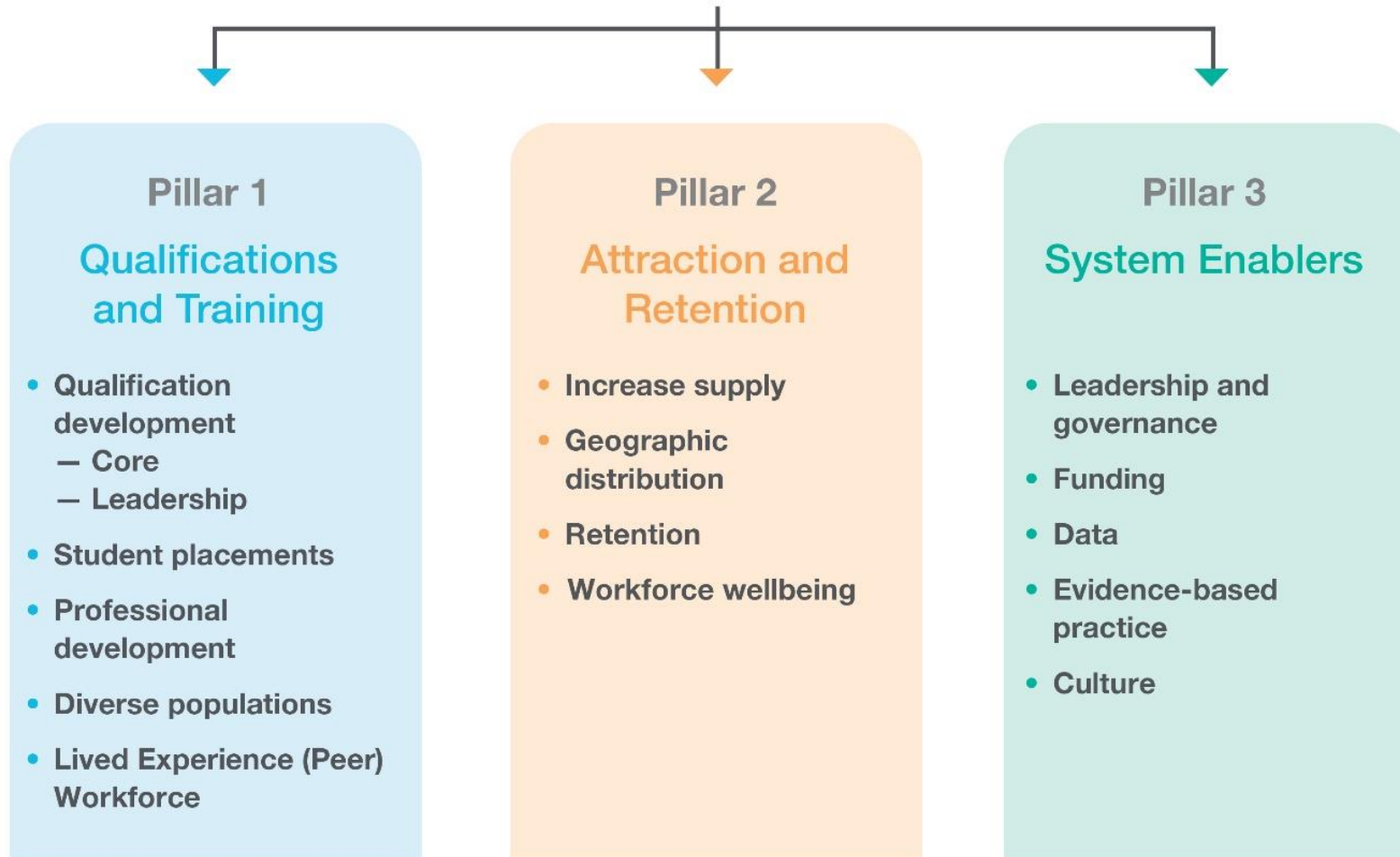
# Launching...

## DRAFT Issues Paper

- Based on available evidence (PC Report, Qld's Parliamentary Inquiry)
- Arranged into 3 pillars
  - Qualifications and Training
  - Attraction and Retention
  - System Enablers
- Provides possible solutions and high-level recommendations to govt
- Seeking feedback!

# Community Mental Health and Wellbeing Sector

## Workforce Issues



*also included.....*

## Possible Solutions

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- **Foster further connection between service providers and RTOs to ensure qualification content and delivery reflects industry needs**
- **Traineeships**
- **Micro credentials**
- **Develop new qualifications**
- **Awareness-raising campaign to promote sector as attractive career choice**
- **Programs to promote workforce wellbeing and address burnout**

*....and Recommendations to Government*

# How to make a Submission

Email submissions to: [admin@qamh.org.au](mailto:admin@qamh.org.au) by Friday, 27 January 2023

- Do you agree with the definition of the 'Community Mental Health and Wellbeing Workforce' included in this document (page 6)?
- Have we captured the issues correctly? Can you think of any others? Are there any issues that should not be included?
- Which issues are the most important to your organisation?
- Do you agree with the proposed solutions? Do you have any others?
- Do you have any additional high-level recommendations for government which could form part of QAMH's advocacy work around workforce?

# Hon Emma McBride MP

ASSISTANT MINISTER FOR MENTAL HEALTH AND SUICIDE PREVENTION  
ASSISTANT MINISTER FOR RURAL AND REGIONAL HEALTH

# Andy Bunn

WORKPLACE ADVISOR  
CAREERFORCE NEW ZEALAND

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# Brett Hall

A/EXECUTIVE DIRECTOR – WORKFORCE STRATEGY  
DEPARTMENT OF EMPLOYMENT, SMALL BUSINESS AND TRAINING

GOOD PEOPLE. GOOD JOBS:  
QUEENSLAND WORKFORCE STRATEGY 2022-2032

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Good people  
Good jobs

QUEENSLAND  
WORKFORCE  
STRATEGY  
2022-2032

Queensland  
Good jobs  
Better services  
Great lifestyle



# ● Consultation and engagement

## ● Queensland Workforce Summit

- Full-day event
- 350+ attendees
- 2 plenary sessions and 4 workshops

## ● 12 industry and community roundtables

## ● Queensland Government Regional Community Forums

- Dedicated Workforce Strategy session at 7 concurrent Forums across rural and regional locations
- A focus on locally led workforce opportunities and place-based solutions



# ● Future workforce drivers

## *Summary of analysis*

### ● *Workforce solutions need to consider global megatrends...*



More jobs in more industries



Supporting a growing, ageing population



Encouraging technology adoption



Transitioning to a net zero emissions economy

### ● *...and identified workforce pressures...*

- Increases in total workforce demand
- Greater demand for higher level, flexible skills, especially in key STEM areas, advanced trade skills, health, and education
- Changing skill needs in regions, with regional areas experiencing locally specific growth
- Changing skill needs in industries undergoing adaptation

### ● *...to meet demand for workers and skills across sectors and regions.*

- Degree-qualified and experienced health, social and education workforce
- Entry-level and VET-qualified workforce in health care and social assistance
- VET- and degree-qualified engineering, technical and digital workforce
- Entry-level workers in consumer-facing service sectors
- VET-qualified workforce in skilled trades, traditional industry and utilities.



# ● Focus areas



## Workforce Participation



## Local Solutions



## School-to-Work Transitions



## Workforce Attraction and Retention



## Skilling Queenslanders Now and Into the Future

### ● Shared responsibility

Government | Employers | Industry | Individuals | Education and training providers | Communities

### ● Outcomes

- More workers with the right skills to fill roles critical for economic growth and quality service delivery

- A resilient workforce able to respond and adapt to challenges

- Barriers to participation removed so all Queenslanders can access job opportunities

- Attracting new workers and increasing investment in our regions

- Create a workforce with the skills and capability that industry needs now and in the future



# ● \$70 million investment

## *2022-2025 Action Plan*

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### ● Supporting **new initiatives** including:

- \$20 million **Workforce Connect Fund**
- A network of **Industry Workforce Advisors** to work directly with employers
- Expand the **Gateway to Industry Schools Program** and **Diverse Queensland Workforce Program**
- Increased support for **Micro-credentials** and **Pre-apprenticeships**
- Partnerships to strengthen **rural and remote** workforces
- Support for **apprentices and trainees** to complete their training
- **Regional School Industry Partnership Managers** in education regions
- **Multicultural Affairs Settlement Team** to improve workforce outcomes for migrants and refugees

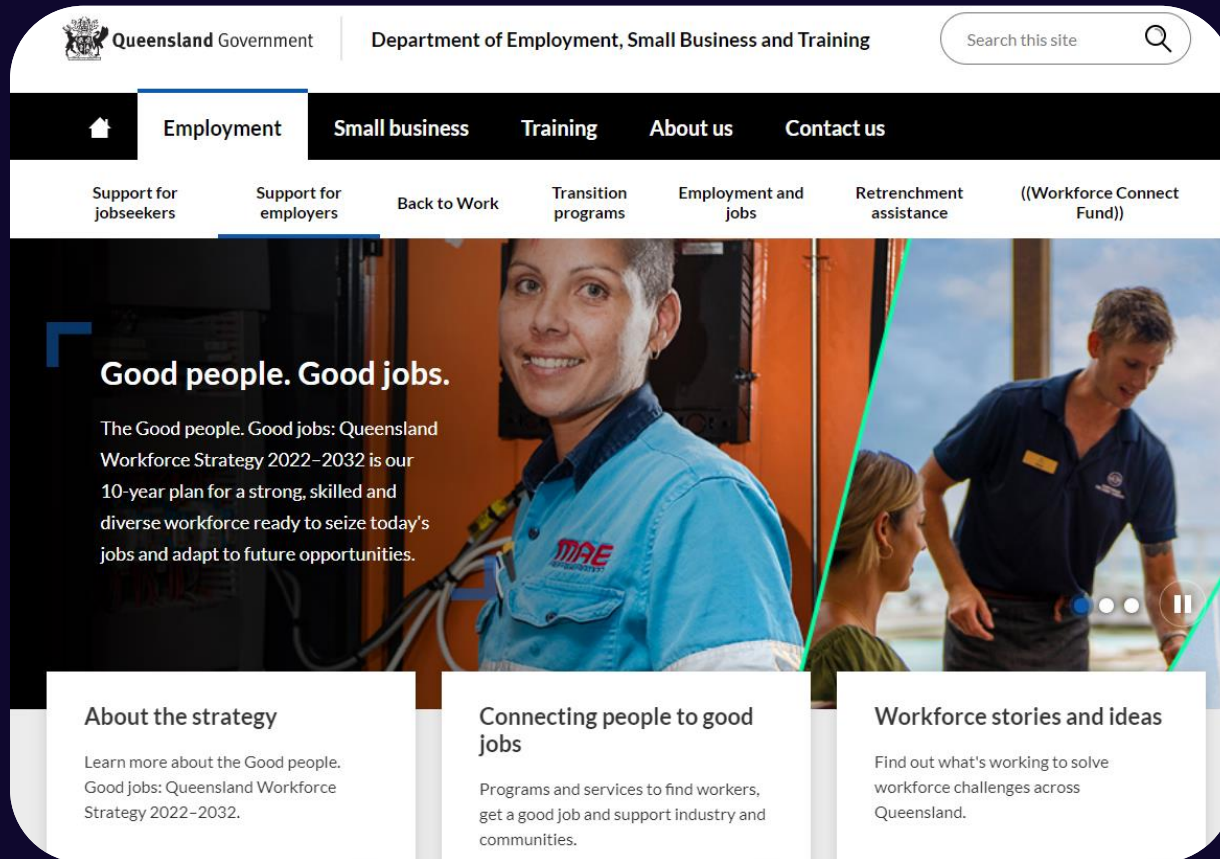


These new initiatives build on a suite of existing programs focussed on job creation and workforce development.

In 2022-2023 alone, the Queensland Government will invest more than \$1.2 billion in skills and training for Queenslanders.

# Supporting the strategy

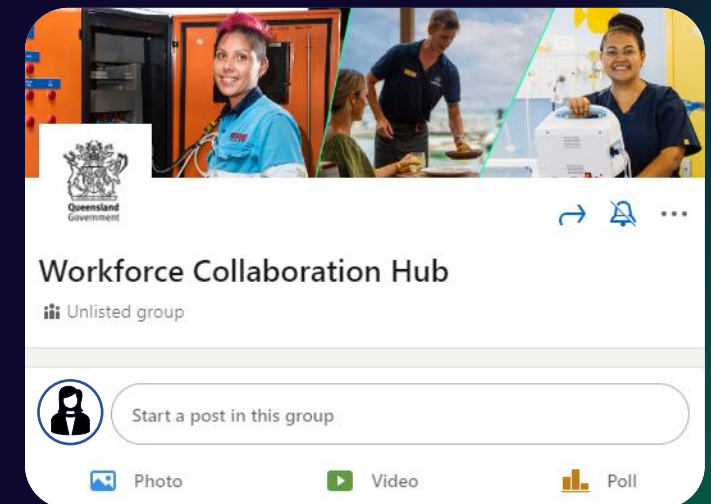
## Workforce Collaboration Hub



View and submit stories and ideas  
[qld.gov.au/workforcestrategy](http://qld.gov.au/workforcestrategy)



Join the Hub   
Search “Workforce Collaboration Hub”





[qld.gov.au/workforcestrategy](https://qld.gov.au/workforcestrategy)

# Hayley Crumblin

CURRICULUM SPECIALIST  
TAFE QUEENSLAND

PSYCHOSOCIAL DISABILITY WORKFORCE  
MICRO-CREDENTIAL

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# Navigating the NDIS for the Psychosocial Workforce

**140 YEARS**  
OF EDUCATION  
AND TRAINING

MAKE  
GREAT  
HAPPEN



# MICRO-CREDENTIALS

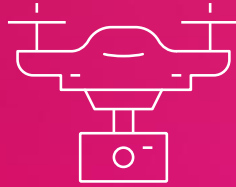
TAFE Queensland has partnered with industry to design customised micro-credentials across the following categories:



Business



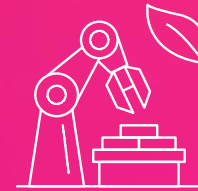
Digital Skills



New Technologies



Industry 4.0



Agriculture



Leadership



Community Services



Health



Small Business



Resources/Mining



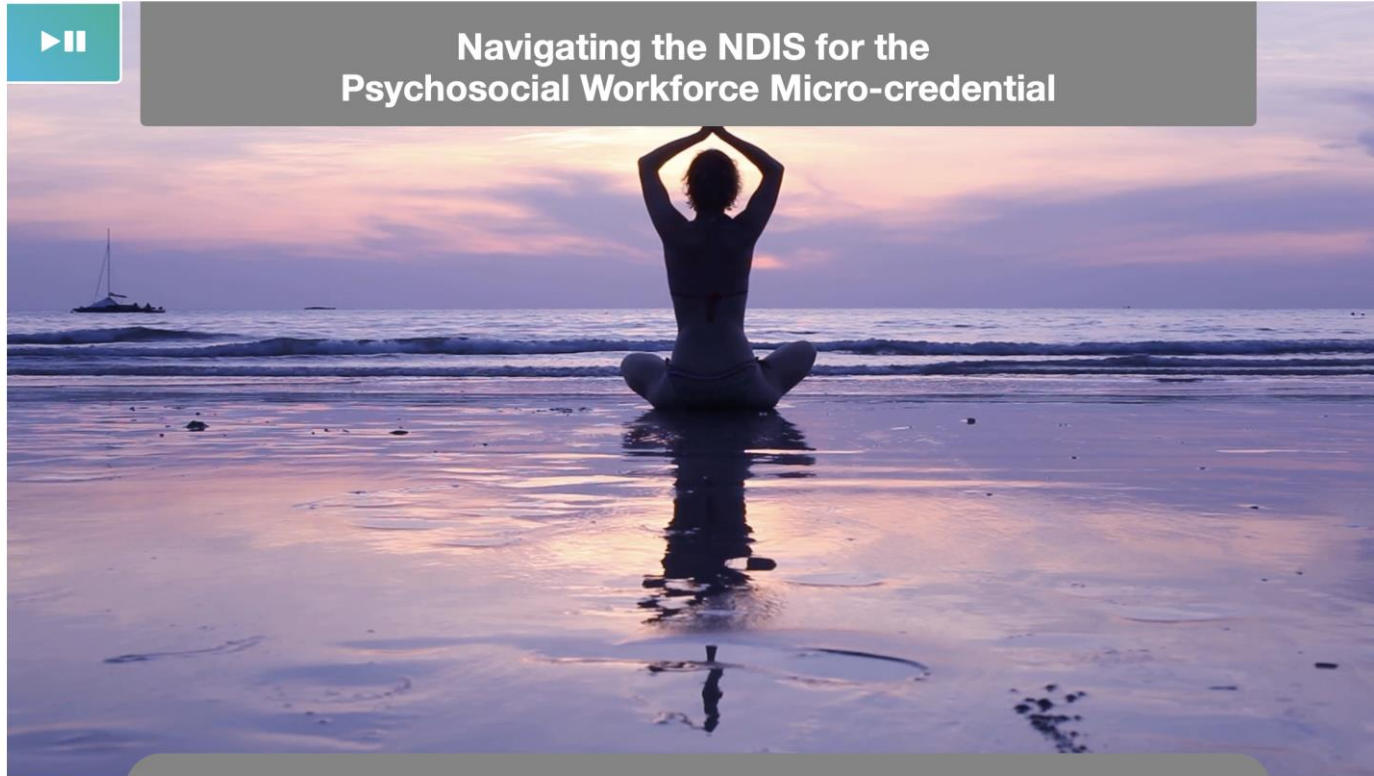
Enterprise Skills



Communication

# Product Presentation

Introduction ▾



Navigating the NDIS for the  
Psychosocial Workforce Micro-credential

Navigating the NDIS for the Psychosocial Workforce Micro-credential addresses current priority industry needs relevant to NDIS psychosocial personnel and the broader mental health and wellbeing workforces.

# Product Presentation

Meet Lillian



# Product Presentation

The interface features a central text box with a blue border containing the following text:

**Mental health issues are uncommon. They won't affect me**

Mental health issues are prevalent. It is estimated that 1 in 5 Australians between 16 and 85 will experience mental health issues in any one year.

To the left of the central box are six teal rounded rectangular buttons, each with a white radio button icon and text:

- Mental health issues are uncommon. They won't affect me
- People are born with mental illnesses
- People with depression are lazy
- People experiencing mental illness are violent, aggressive, and unpredictable
- A person's weakness causes mental health issues
- People with mental health issues are unable to hold down a job

To the right of the central box is a stylized brain graphic composed of circuit lines and nodes. Five hexagonal icons are connected to the brain by dotted lines: a magnifying glass, a database cylinder, a bug, a shield, and a gear.

At the bottom right of the interface, the text reads: "Select each button for more information."

# Product Presentation

## Recovery principles

The key principles of recovery-oriented mental health practice are as follows:

Uniqueness	Real choices	Recovery practices should support and empower individuals to choose with the person being supported being viewed as the 'expert' in their own life.
Attitudes and rights	Dignity and respect	Recovery practice is based on respecting all people's beliefs, values, and cultures. The practice should work on challenging discriminatory practices wherever they occur.
Partnership and communication	Evaluating recovery	Recovery practices enable continuous evaluation by the individual receiving support and their careers. These evaluations help to improve and tailor the supports provided.



# 140 YEARS OF EDUCATION AND TRAINING

MAKE  
GREAT  
HAPPEN



# Amanda Habermann

QAMH LIVED EXPERIENCE PEER PROJECT COORDINATOR  
PEER WORKFORCE

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# THANK YOU FOR ATTENDING OUR INAUGURAL JOBS AND SKILLS SUMMIT

Please join us for afternoon tea on  
the Queensland Terrace.